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# BCTGM *News*

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NUMBER 2







# *the* PRESIDENT'S MESSAGE

## **FORCEFUL LABOR BOARD ACTION** the Result of Powerful 2013 **UNION MOBILIZATION**

What a difference a year can make!  
At this time last year, the labor movement was confronting one of its greatest challenges since the enactment of the National Labor Relations Act, the “Workers’ Bill of Rights”, nearly 80 years earlier. The National Labor Relations Board (NLRB), the federal agency responsible for enforcing the nation’s labor laws, was in crisis.

Years of Republican filibusters in the U.S. Senate of President Obama’s nominees to the NLRB coupled with an outrageous decision by a right-wing dominated federal appeals court had left the Board virtually paralyzed, unable to do its job of protecting the rights of workers on the job.

With a Board incapable of enforcing the nation’s labor laws, employers across the country and in virtually every industry became emboldened, expanding and accelerating their illegal actions against workers in the workplace.

Nearly a year later, a fully-functioning NLRB with a majority of its members committed to enforcing the letter and spirit of the law, has taken bold action against Kellogg and struck a loud blow for justice for our locked out members in Memphis. How we got to this point is an instructive story of labor’s constant drive to level the playing field for working men and women.

Faced with this critical situation in 2013, organized labor rose up and did what it does best – mobilize and fight for workers and their families.

On behalf of the nation’s working men and women, union and non-union alike, in the spring of 2013, labor went to Capitol Hill, looked the Senate leadership squarely in the eye and demanded action on the President’s nominees. It was time to put an end to the paralysis and chaos at the National Labor Relations Board.

The AFL-CIO, the BCTGM and the rest of the Federation’s affiliates then implemented a comprehensive, nationwide grassroots campaign to force the Senate to act. After months of hard work and relentless pressure on Senators in their home states, the labor movement prevailed. On July 30, 2013 the United States Senate confirmed President Obama’s nominees to the Board.

What the labor movement accomplished in the spring and summer of 2013 with our highly successful “Give Us Five” campaign and what that effort is yielding today for our members will stand as lasting testament to the power of grassroots labor mobilization. It is a strong reminder of what can be achieved for workers when unions come together in unity, build lasting coalitions with our allies in the civil rights, progressive and faith communities and throw down the gauntlet to our “friends,” as well as our adversaries, in Congress in order to preserve and defend workers’ rights.

### **“U.S. Government Charges Kellogg with Serious Violations of Federal”**

– BCTGM News Release, March 27, 2014

### **“Federal Government Seeks Immediate Court Action to End Illegal Memphis Lockout”**

– BCTGM News Release, April 5, 2014




A fully-functioning NLRB, with a majority of its members committed to enforcing the law vigorously, is certainly welcome and valuable progress, especially given the disastrous state of affairs at the Board a year ago. Still, far too many American workers, such as our determined Panera Bread members in Michigan, continue to be denied their rights because this nation’s labor laws are just too weak.

We know that the workers’ right to organize and bargain collectively can only be fully realized with fundamental reform of the nation’s labor laws. The reform we want to see enacted would inhibit and severely punish employer coercion and harassment of workers who want to organize and improve their lives through union representation. The reform we want would put an end to the employers’ ability to abuse the process and deny workers a fair contract after they vote for union representation.

This has been and always will be the goal of the BCTGM. Until we reach that day however, it is our responsibility to do everything we can under existing laws and conditions to protect the rights of our members and those who want to join our Union.

That is exactly the course of action the BCTGM took in the spring and summer of 2013. And today, our members, our Union and this country are better off for what we accomplished.

**David B. Durkee**  
BCTGM International President

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10401 Connecticut Avenue, Kensington, Maryland 20895-3961  
(301) 933-8600  
[www.bctgm.org](http://www.bctgm.org)

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**ACPS** Association of Confectionery and Pastry Suppliers

**David B. Durkee, Editor**  
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# Workers at Reopened Hostess Bakery VOTE BCTGM

In late March, more than 150 workers employed by Hostess Brands LLC in Indianapolis voted to join BCTGM Local 372B (Indianapolis). For many of these workers, they were voting to rejoin the union.

In late 2012, the Wall Street hedge fund and private equity firms running Hostess at the time of the company's second bankruptcy imposed the same last, best and final offer that had been rejected by 92 percent of its baking employees earlier that year.

With a clear understanding that yet another round of concessions, which included poverty-level wages and inferior benefits, could not save the company, BCTGM members voted to strike. Production ceased at 24 of 36 Hostess plants across the U.S. Hostess then permanently shut down operations and subsequently liquidated the company.

A little more than one year later, Hostess Twinkies, Donuts and HoHo's are back on the shelves, this time under the joint ownership of Metropoulos & Co. and Apollo Global Management, which teamed up to buy five manufacturing facilities and the iconic snack cake brands and create the new Hostess Brands LLC.

During the liquidation of the bankrupt Hostess, the BCTGM maintained that it was willing to work with potential owners to get the high-quality products back onto the shelves as quickly as possible.

In a April 2013 statement, BCTGM International President David Durkee said, "The BCTGM remains focused on ensuring that the new Hostess Brands ownership understands that the snack cakes at the center of this new company are inextricably linked to the hands that make them—and have made them for generations. We know that our workers have a critical role to play in protecting and enhancing some of America's most valuable consumer brands. We all want the same outcome: that the brands should prosper and endure. This is what the next stage of this saga is all about—implementing a new ownership

and manufacturing structure worthy of the brands themselves and America's manufacturing prowess."

However, in a statement to *The Wall Street Journal*

on April 24, 2013, Metropoulos & Co. CEO C. Dean

Metropoulos indicated that the company would not hire union workers when reopening the former Hostess Brands bakeries saying, "We do not expect to be involved in the union going forward."

That didn't sit well with the former BCTGM members who had gone back to work

in four of the five plants that reopened: Indianapolis, Schiller Park, Ill., Columbus, Ga. and Emporia, Kan. Spurred on by the reality of working in a non-union setting, employees in all of the plants quietly created organizing committees and began talking about joining the BCTGM.

According to BCTGM Third Region International Vice President Jethro Head, the reality of working non-union was tough for some of these former BCTGM workers to accept. "Many of the Hostess workers in Indianapolis returned to the plant and were shocked by how different their work life was as non-union employees. This really pushed them to act," said Head.

The Indianapolis facility, which makes Hostess Donuts, Donnettes and Muffins, and will soon be producing HoHo's, was the first facility to file for an election. BCTGM International Director of Organization John Price credits the strong work of the organizing committee in the early months of the campaign with the success in Indianapolis. "From the very beginning, the committee reached out to fellow workers, discussed the facts surrounding the Hostess strike, and explained how private equity companies operate. All of this helped alleviate concerns that some of the workers had," recalled Price.

The successful organizing effort was assisted by BCTGM International Representative Dennis Howard and Local 1 (Chicago) Business Agent Rochelle Ross.



# Kellogg Campaign, Convention Plans Lead **GEB Agenda**

**T**he 90<sup>th</sup> session of the BCTGM International General Executive Board (GEB) was held at the Planet Hollywood Hotel March 27-31 in Las Vegas.

One of the first actions of the meeting was the swearing in of the GEB members who were elected during the September 2013 GEB meeting in Washington D.C. Those newly-elected members included Local 68 (Baltimore) Financial Secretary Gary Oskoian, Local 25 (Chattanooga, Tenn.) Financial Secretary Jeff Webb and Local 468 (Vancouver, B.C.) Financial Secretary Earl Lublow.

Part of the semi-annual GEB meeting includes detailed reports from the International Union Departments of Public Relations & Communications, Social Media, Organizing, Research & Education and Legislative.

Included in the agenda of this meeting were detailed presentations on the campaign surrounding the lockout at Kellogg. More than 220 members of BCTGM Local 252G (Memphis, Tenn.) have been locked out of the Memphis cereal production facility since October 22, 2013. The Public Relations and Social Media Departments explained the production of a series of videos on Kellogg workers, discussed the development of **KelloggGreed.com** and presented a report on the use social media in the campaign.

The GEB also heard from

International Vice President James Rivers, as well as Strategic Campaign Coordinator Ron Baker, who

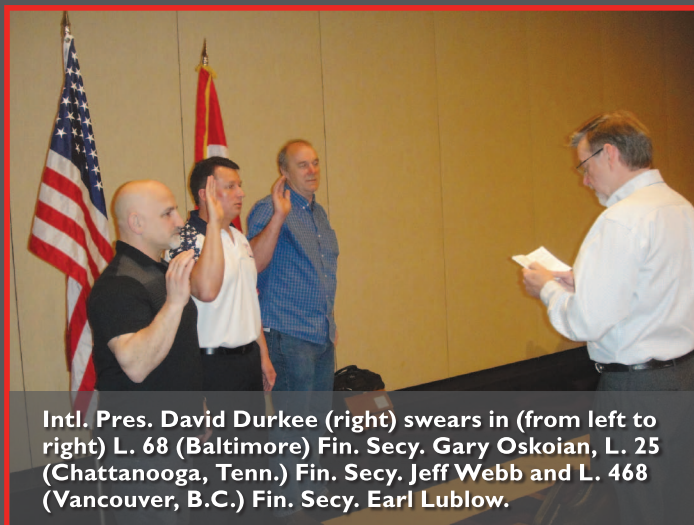
provided a full update on the campaign to return locked-out Local 252G members back to work. Assistant to the President and Legislative Director Harry Kaiser detailed the political support the locked-out BCTGM members have received from numerous members of Congress, as well as several powerful Congressional Caucuses.

On March 28, while the GEB was in session, President Durkee

received documentation that the National Labor Relations Board had issued a Complaint against the Kellogg Company citing multiple serious violations of federal labor law stemming from its lockout of the Memphis workers.

At the conclusion of the meeting, President Durkee praised the efforts of all GEB members and International staff involved in the extensive Kellogg campaign and noted, "This Board is fully engaged in this evolving campaign and fight for justice. Thank you for your unwavering support and dedication."

*See opposite page for a complete update on the Kellogg campaign.*



**Intl. Pres. David Durkee (right) swears in (from left to right) L. 68 (Baltimore) Fin. Secy. Gary Oskoian, L. 25 (Chattanooga, Tenn.) Fin. Secy. Jeff Webb and L. 468 (Vancouver, B.C.) Fin. Secy. Earl Lublow.**

## **GEB Elects Region 5 Member**

**O**n March 31, BCTGM Local 350 (Montreal, Quebec) President Stephane Langlois was elected by the General Executive Board (GEB) to fill the vacancy in Region 5 caused by the resignation of Local 550 (Lachine, Quebec) President William Shadbolt.

Langlois, 38, became a union member in 1994 when he went to work at the Christie Brown plant in Montreal. He served as a night shift steward for two years. In 2010, Langlois was elected to serve as Local 350 President. In addition to being part of the BCTGM Canadian Council and the BCTGM Biscuit Council, Local 350 is actively involved in the FTQ and the Métropolitan Regional Council.





# NLRB CHARGES *Kellogg;* Seeks Injunction to End Lockout

**On March 27, the National Labor Relations Board (NLRB) charged the Kellogg Company with **multiple serious violations of federal law** stemming from its October 22, 2013 lockout of more than 220 workers at the company's Memphis, Tenn. cereal production facility.**

Members of Local 252G (Memphis) were locked out by Kellogg after refusing to agree to a proposal by the company that would have created a two-tier wage system by paying new employees less money, with few benefits, and by instituting a new, alternative work schedule.

The union claimed that those topics were a subject to be negotiated during "Master" contract negotiations, not during supplemental or "local" negotiations. The NLRB agreed in issuing the Complaint against the company.

Commenting on the NLRB ruling, BCTGM International Union President David Durkee stated, "This action by the Board's General Counsel is the first step in validating all that the BCTGM and our locked out members have consistently said since the beginning of this tragic lock out – that the company violated the

law by demanding to negotiate on subjects that are not legally proper for the Memphis negotiations."

A trial on the NLRB Complaint is scheduled to begin on May 5.

Eight days later, on April 4 in an almost unprecedented move, the full five-member NLRB headquartered in Washington, D.C. unanimously authorized its lawyers to seek an immediate injunction in U.S. Federal Court against the company for its part in the long-running lockout. Such an injunction would pave the way for workers to return to work.

"The union has said – repeatedly – that it will bargain with the company over all lawful subjects for a new Memphis contract just as soon as Kellogg opens the gates to the plant and brings its employees back to work. The NLRB, through this rare and powerful action at the highest level, now seeks an immediate end to this unnecessary lockout through injunctive relief. We applaud the NLRB decision," Durkee stated.

While the Board is authorized by statute to seek injunctions against employer and union violations of the law, it is authority that Boards – with both Democrat and Republican majorities – have used sparingly. Out of the tens of thousands of unfair labor practice charges filed in 2013, the Board



sought pre-trial injunctions in only 40 cases.

The BCTGM has continued to pressure the company to take responsibility for its supply chain —

including its North American operations – by supporting a shareowner proposal at the Kellogg annual shareowner meeting in Battle Creek, Mich. on April 25. The proposal, submitted by the AFL-CIO, sought to force the company to prepare a 'Human Rights Report' for shareholders that would identify possible human rights violations within Kellogg's supply chain, including its domestic and international manufacturing facilities.

President Durkee spoke at the shareowners meeting, noting the importance of the proposal and the need for Kellogg to take responsibility when it violates its own code of conduct. Outside the shareowners meeting, a large demonstration was held to protest and highlight the company's lockout in Memphis, the closing of its plants in London, Ontario and Charmhaven, Australia, and its decision to move 600 jobs from Battle Creek to a new business center in Grand Rapids. The BCTGM was joined at the rally by hundreds of other union members, AFL-CIO affiliates, community activists, politicians and religious leaders.



# Union Bakers Create Special

**Heinen's Fine Foods is a Cleveland, Ohio based family-owned gourmet grocery store that was established in 1929**

by Joe Heinen who opened a small butcher shop on the east side of the city, aiming to establish himself as the city's purveyor of quality meats.

After his initial success, Heinen added homemade peanut butter, pickles and freshly baked donuts. By 1933, business had grown enough to

include a line of produce and canned goods.

Today, the family-owned store remains committed to quality products and superior customer relations.

Part of Heinen's success in the bakery is thanks to the talent of BCTGM Local 19 bakers who create gourmet baked goods at each of the Heinen's in-store bakeries.

From breads, custom cakes, brownies and specialty cookies to cheesecakes, cannoli, mini and cream puffs, a wide variety

of specialty baked products are made by skilled Local 19 bakers.

Today, grandsons Tom and Jeff Heinen continue to run the locally owned family business, which is renowned for offering the freshest, highest quality foods. There are 17 Heinen's Fine Food stores located throughout Northeast Ohio.

Pictured here are photos of Local 19 bakers creating fresh baked items at the in-store bakery at the Heinen's Central warehouse.



Carole Lambert – Decorator



Tyler Fuller – Seasonal Intern



# City Bakery Products in Ohio



Angie Davis – Baker



Kelley Roupe – Baker/Decorator



Tracy Rives – Decorator





## WORKERS MEMORIAL DAY • APRIL 28

**Every year on April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those who have suffered and died on the job** and to renew our efforts for safe workplaces. This year, the struggle continues to create good jobs in this country that are safe and healthy and to ensure the freedom of workers to form unions and, through their unions, to speak out and bargain for respect and a better future. It's time for our country to fulfill the promise of safe jobs for all.

Four decades ago, Congress passed the Occupational Safety and Health Act, promising every worker the right to a safe job. Unions and our allies have fought hard to make that promise a reality—winning protections that have made jobs safer, saved

hundreds of thousands of lives and prevented millions of workplace injuries and illnesses.

But our work is not done. Many job hazards are unregulated and uncontrolled. Some employers cut corners and violate the law, putting workers in serious danger and costing lives. Workers who report job hazards or job injuries are fired or disciplined. Employers contract out dangerous work to try to avoid responsibility.

As a result, each year thousands of workers are killed and millions more injured or diseased because of their jobs.

The Obama administration has moved

forward to strengthen protections with tougher enforcement and a focus on workers' rights. Much-needed safeguards on combustible dust and silica, as well as other workplace hazards, stalled for several years due to fierce business and Republican opposition, have finally started to move forward.

We must redouble our efforts to make sure these safeguards are finalized and put in place.

### Job Fatalities, Injuries and Illnesses

More than 472,000 workers now can say their lives have been saved since the passage of the OSH Act in 1970. Unfortunately, too many workers remain at risk. On average, 13 workers were fatally injured and more than 10,431 workers in private industry and state and local government were injured or made ill each day of 2011. These statistics do not include deaths from occupational diseases, which claim the lives of an estimated 50,000 workers each year.



# FAMOUS WORKER MEMORIALS

## Haymarket Martyrs' Monument

Forest Home Cemetery, Chicago

Commemorates the men executed for their supposed participation in the labor violence at Chicago's Haymarket Square during an 1886 demonstration for the eight-hour day.

## Mother Jones and Miners' Monument

Union Miners' Cemetery, Mount Olive, Ill.

Flanked by two bronze statues of coal miners, a granite spire marks the grave of "Mother" Jones (1830-1930), a famous union organizer once called "the most dangerous woman in America."

## Triangle Fire Plaques

Washington Place and Green Street, New York

Garment workers marked the site near Washington Square of the Triangle Shirtwaist Fire of March 25, 1911, where 146 lost their lives. National Park Service has placed a plaque designating the Asch Building (Triangle Shirtwaist Factory site) as a national historic landmark.

## Union Memorial Park

Toledo, Ohio

Union Memorial Park is dedicated to the workers of the Electric Auto-Lite factory who stood strong during the great strike of 1934. Two lives were lost and many others were injured as the strikers clashed with the Ohio National Guard for the right to organize. The Auto-Lite Plant closed in 1962.

## Lattimer Massacre Memorial

Lattimer, Pa.

Immigrant workers remember the site where Polish, Lithuanian and Slovak miners were killed and wounded while marching for collective bargaining in 1897.

Listed here is a small sample of worker memorials. For a more extensive list, visit [www.aflcio.org](http://www.aflcio.org).



# CONVENTION CALL

**TO ALL AFFILIATED LOCAL UNIONS:**

April 1, 2014

## **GREETINGS:**

The International Constitution provides, in Article III, Section 2: "The regular Convention shall be held every four years. It shall convene on such date and in such place as the International President, with the approval of the General Executive Board, shall designate."

"The International Secretary Treasurer shall issue a Convention Call to all local unions in the third month immediately preceding the convening of the regular Convention."

"The Convention shall not extend beyond ten days of sessions, except by two thirds vote of the duly accredited delegates."

**In accordance with the above, you are hereby notified that the Thirty Ninth Constitutional Convention of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union will convene in the city of Las Vegas, Nevada, beginning at 10:00 a.m. on Wednesday, August 6, 2014, and concluding on Tuesday, August 12, 2014.**

## **QUALIFICATIONS OF DELEGATES**

Article III, Section 5 of the International Constitution states that: "Every delegate to the Convention must (1) have been a continuously good-standing, dues-paying member of the International Union and local union the delegate represents for at least two continuous years next prior to election; (2) be provided with properly attested credentials from the local union the delegate represents; (3) have worked at least two years immediately preceding the Convention as a wage earner in any branch of the trades, except for periods of layoff (including layoffs arising from plant shutdowns) and terminations being grieved, not to exceed twelve (12) continuous months, under the jurisdiction of the International Union or as an officer or employee of the International Union or a local union; (4) be able to show such number of Union labels as the General Executive Board may require."

(The General Executive Board has waived the requirement of showing union labels.)

"Exempted from the requirements of (1) and (3) above shall be delegates whose local unions have not been in existence for two years, provided that the continuously good-standing, dues-paying and wage-earning period of such delegates are not less than six months."

Article III, Section 4 provides: "Each local union may elect an alternate delegate at the same time the regular delegates are elected. Alternates must have the same qualifications as delegates. In the event of the inability of any delegate to attend the Convention because of an emergency, the alternate may replace the delegate, provided that the local union notifies the International Secretary Treasurer of the change."

## **ELECTION OF DELEGATES**

The election of delegates is subject to provisions of the International Constitution and the Labor Management Reporting and Disclosure Act of 1959 (Landrum Griffin Law).

## **REPRESENTATION OF DELEGATES**

The International Constitution in Article III, Section 4, provides: "Local unions in good-standing including those which have been organized under the jurisdiction of the International Union six (6) months previous to the Convention shall be entitled to representation. Local unions with a monthly average International per capita tax on its dues-paying membership of

less than 251 shall be entitled to one (1) delegate	from 1,401 to 1,800 to six (6) delegates;
from 251 to 500 to two (2) delegates;	from 1,801 to 2,200 to seven (7) delegates;
from 501 to 750 to three (3) delegates;	from 2,201 to 2,600 to eight (8) delegates;
from 751 to 1,000 to four (4) delegates;	from 2,601 to 3,000 to nine (9) delegates;
from 1,001 to 1,400 to five (5) delegates;	over 3,001 to ten (10) delegates;

but in no case shall a local union be entitled to more than ten (10) delegates. Any two or three locals having less than one hundred members each located within an area of 250 miles may combine in the selection of a delegate. No other local unions may combine in the selection of a delegate and no delegate shall represent more than three such local unions."

"The number of members of a union shall be the average monthly per capita tax that it has paid to the International Union on its dues-paying membership for twelve (12) months inclusive of the fourth month (April) previous to the Convention, as certified by the International Secretary Treasurer to the Credentials Committee."

"Delegates representing up to twenty five (25) members shall be entitled to one vote, and to one additional vote for each additional twenty five members or major fraction thereof they represent. The number of votes of local unions which are represented by more than one delegate shall be equally divided to the nearest whole number among all their delegates."



## CREDENTIALS OF DELEGATES

Article III, Section 6 provides: "At least forty (40) days prior to the opening of the Convention, duplicates of credentials on blanks furnished by the International Secretary Treasurer from the authorized local union officer shall be received by the International Secretary Treasurer, or shall be postmarked not later than forty five (45) days prior to the opening of the Convention, in an envelope properly addressed to the International Secretary Treasurer."

"The International Secretary Treasurer shall cause to be published in the official journal of the International Union, in the last issue before the Convention, but not less than fifteen (15) days prior to the convening of the Convention, a list of all the delegates elect and the local union each delegate represents."

"Delegates to the Convention shall present the original credentials bearing the seal of the local union and signatures of the authorized officers of their respective locals to the Committee on Credentials. Protests against the delegates must be in written affidavit form, stating the specific grounds for protest and signed and sworn to by the party objecting to the seating of the delegate. These affidavits must be transmitted by registered or certified mail to the International Secretary Treasurer (with a copy to the local union) and the envelope, properly addressed to the International Secretary Treasurer, must be postmarked at least ten (10) days prior to the convening of the Convention."

## COMPENSATION OF DELEGATES

Article III, Section 7. "The International Union shall pay each delegate in attendance at the regular Convention and registered at a facility designated by the International President as hosting the Convention as compensation \$595 and an amount equal to the cost of regular coach transportation by air from the delegate's home city to the Convention city and return by direct route; provided, however, that such delegates remain in attendance upon the Convention commencing with its first day's session until its adjournment and remain registered in such designated facility for the same time period. Compensation and transportation for special convention shall be set by the General Executive Board."

"Transportation and compensation of protested delegates shall not be furnished unless and until such delegates have been seated as accredited."

## CONVENTION RESOLUTIONS

Article III, Section 10. "All resolutions by local unions to be submitted to the Convention either must be received at International Headquarters at least forty (40) days prior to the opening of the Convention, or must be postmarked in a properly addressed envelope at least forty five (45) days prior to the opening of the Convention. Each resolution must deal with but one subject matter, be submitted in triplicate and each copy signed only by all delegates-elect, or a majority of the Executive Board."

"Resolutions by the General Executive Board may be introduced at the Convention, provided such resolutions have the approval of a majority of the General Executive Board. All other resolutions may only be introduced with the approval of a two thirds vote of the Convention."

Local unions are urged to forward all resolutions as soon as they are formulated in order that they may be printed for distribution to the delegates.

In order to facilitate the printing of resolutions, each resolution must deal with only one subject, be typewritten, and only one side of each page should be used.

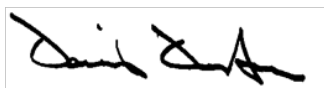
## HOTEL ACCOMMODATIONS

Information with reference to hotel accommodations, etc., will be forwarded upon receipt of the delegate's certified credential.

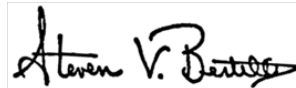
## GENERAL

We hope that your local union will have full representation at the Thirty Ninth Constitutional Convention of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union, AFL CIO, CLC, in Las Vegas, Nevada. Your participation is essential in assisting us in setting priorities during the ensuing four years in important activities relative to economic advancement of our membership, political action activities, and the organizing of the unorganized workers in our jurisdiction.

**FRATERNALLY YOURS,**



**David B. Durkee**  
International President



**Steven Bertelli**  
International Secretary-Treasurer

## GENERAL EXECUTIVE BOARD

Jethro Head  
Art Montminy  
Robert Oakley  
Ron Piercey  
James Rivers

Randy Roark  
Joyce Alston  
John Bethel  
Tom Binger  
Edward Burpo

Linwood "Butch" Henley  
Paul LaBuda  
Stephane Langlois  
Terry Lansing  
Richard Lewis

Earl Lublow  
Gary Oskoian  
Paula Steig  
Doyle Townsend  
Jeff Webb



## Labor Leader Honored

**O**n February 11, retired Local 24 Secretary-Treasurer Felisa Castillo administered the Oath of Office to the newly-elected officers and executive board of BCTGM Local 24 (San Francisco). Following the ceremony, Financial Secretary Treasurer Joe Biringier unveiled a plaque designating the conference room in Local 24's new offices as the "Felisa Castillo Conference Room" in honor of Castillo's 45 years of service to the Local 24 membership. Castillo is pictured here outside the newly named conference room.

## Commitment to Labor



**B**CTGM Local 114 (Portland, Ore.) Financial Secretary Terry Lansing (left) and Local 114 Business Agent Shad Clark (right) present Congresswoman Suzanne Bonamici (D-Ore.) (center) with a BCTGM-PAC donation to aid in her reelection to the U.S. Congress. Bonamici spent about 30 minutes speaking with the Local 114 representatives, discussing ways she would continue to fight on behalf of working families, seniors, veterans, and the unemployed.

## Lorillard Stewards



**T**hirty-four Local 317T (Greensboro, N.C.) shop stewards from Lorillard Tobacco Co. successfully completed the local's annual shop steward school held in Greensboro. Led by Intl. Rep. Randy Fulk, a former Lorillard Tobacco worker and Local 317T President, the training focused on the evolving role of stewards as workplace leaders.

According to L. 317T Recording Secretary Michael Rimmer, the stewards came away from the two-day class better prepared to tackle everyday issues in the plant. Lorillard Tobacco Co. is the oldest continuously operating tobacco company in the United States. More than 1,000 members of Local 317T are employed at the Greensboro manufacturing facility.



## California Stewards



**T**hirty-four local union stewards successfully completed a two-day educational seminar March 26-27 in Los Angeles. The stewards learned more about the rights and responsibilities of being a union steward, including grievance handling and contract negotiations. The stewards class was led by BCTGM Intl. Rep. Marco Mendoza. Among the BCTGM-contracted companies

that the stewards work for are ADM, Von's Grocery, Frisco Baking Co., General Mills, Maple Leaf Baking, Entenmann's, Oroweat, Voortman's Cookies, Stater Brothers Markets, Sugar Foods Corp., Unified Western Grocers, and Vie de France Bakery. Pictured here are some of the participants showing off their certificate of completion.

## Civil Rights Legend



**L**ocal 42 (Atlanta) Financial Secretary Ruby Thomas (center, left) presents U.S. Representative John Lewis (D-Ga.) (center, right) with a BCTGM-PAC donation, while Local 42 Bus. Agt./Rec. Secy. Zach Townsend (left) and Intl. Vice Pres. James Rivers (right) look on. One of the "Big Six" leaders of the Civil Rights Movement in the 1960s, John Lewis has continued to fight for people's rights since joining Congress in 1987. Inspired by Martin Luther King Jr., John Lewis was a Freedom Rider, spoke at 1963's March on Washington and led the demonstration that became known as "Bloody Sunday."

## Political Thanks



**O**n Feb. 19, Minnesota Congresswoman Betty McCollum (right) sent a letter to Kellogg Co. CEO John Bryant asking him to "honor the legacy of the company by ending the lockout and seeking a mutually agreeable resolution of this dispute that respects the hard work of employees." During a recent political event, BCTGM Local 22 (Twin Cities, Minn.) Vice Pres. Bruce Peglow (left) thanks McCollum (right) for her efforts on behalf of the locked out Memphis workers before presenting her with a BCTGM-PAC donation. Pictured here (from left to right) is Peglow, L. 22 member Matt Ryder, Liz Peglow and Congresswoman McCollum.





# Training for the **FUTURE:** Local Union Officers Define **DEDICATION**

Eighteen local union officers, from 12 states, gathered at the Maritime Institute of Technology and Graduate Studies (MITAGS) in Baltimore, Md. for an intensive one week educational conference.

The training, administered by the BCTGM Research & Education Department, focused on developing the leadership skills of newly elected local union officers.

The daily seminars, made up of workshops, presentations, and guest speakers, focused on local union management, organizing, workplace health & safety, arbitration, communication and social media, political action and preparing for negotiations. There was also a special session on the financial record-keeping responsibilities for the financial secretaries.





# Motor Club for Union Members Beats AAA

Take the **BCTGM Power/Union Plus** Motor Club on your next trip and the next time you have a roadside emergency, you'll be happy you're a member. The BCTGM Power/Union Plus Motor Club offers roadside assistance program that's a better deal than AAA.

With the BCTGM Power/Union Plus Motor Club, you can have peace of mind for your entire family for just \$69.00 per year or \$6.90 a month. And when you sign up for a full year, you can receive \$40 in gas reimbursements.



BCTGM Power/Union Plus Motor Club provides emergency roadside assistance, locksmith and tow services 24-hours-a-day nationwide through a network of more than 27,000 independent auto service and towing providers. You'll be covered for any car or truck you're driving or riding in. And you won't have any out of pocket costs for any service call under \$125.

**To enroll call 800-454-8722 or go to [unionplusmotorclub.com](http://unionplusmotorclub.com)**

## Motor Club Features

- ▶ **24-hour Emergency roadside assistance** and locksmith services up to \$125 per service call. Three auto service calls per year for you and your family.
- ▶ **Emergency Towing** to your home, a dealership or your mechanic.
- ▶ **Battery Boost** to jump-start your battery.
- ▶ **Flat Tire Change** to remove your flat and install your inflated repair.
- ▶ **Lockout Service** to get you back inside your vehicle.
- ▶ 27,000 independent, dependable auto repair and car towing service providers across the United States to ensure 24-hour emergency roadside assistance.
- ▶ All calls answered in the United States of America.
- ▶ ASE certified mechanics available for second opinions on auto repairs and services.



# *Kellogg Greed:* Destruction of Middle Class Jobs around the World

Printed in the U.S.A.

While the CEO of The Kellogg Company, John Bryant, gets a pay raise to \$8 million and investors get rich with increasing dividend payments and share buybacks, thousands of Kellogg employees and the communities they live in are left devastated and angry. And while the \$14 billion global snack food giant prides itself on community involvement and participation in philanthropic causes, recent actions by Kellogg makes it clear that the company is not the beacon of corporate or social responsibility it claims to be. From the lockout of 220 workers at its cereal plant in Memphis, Tennessee and the announcement made shortly before Christmas that it would be closing plants in the U.S., Canada and Australia, to the shifting of production to low-wage countries, recent measures taken by Kellogg paint a picture of a greed-driven company bent on putting profits before people.



# TAKE ACTION

Go to [www.kelloggsgreed.com](http://www.kelloggsgreed.com) to send a letter to John Bryant asking him to end this relentless attack on the very employees and communities which have made he and his company billions of dollars.

"The only thing is, they want to maximize profit. And the way you maximize profit is to take it away from me, my son, or the people I work with, or the community, or everybody..."

-Kellogg employee and BCTGM Local 154G member, Larry Baird speaking about the announcement of the London, Ontario plant closing.



Go to [www.kelloggsgreed.com](http://www.kelloggsgreed.com) to hear the workers tell their stories.